

8 k mUby`K UXY. `GY]b `A Y]ghYfk Yf_!HUhcc
U`g`<ca a U[Y`Ub`X]Y`6Ug_YhVU``!
@Y[YbXY`

8 k mUby`K UXY`Ybh\Ø`h`Y]b `A Y]ghYfk Yf_. `GY]b`<U``!cZl: Ua Y!
HUhcc`gma Vc`g]Yfh`gY]bY`VYY]bXfi W_YbXY
6Ug_YhVU``_Uff]YfY`i bX`9fZc`[Y"



? UgYmU`7YbhYfz`A]Ua]z`i G5`!`b`Y]bYa `VYY]bXfi W_YbXYb
GWf]h`h`U`8k mUby`K UXYz`XUg`_cb]gWY`A]h[`]YX`XYf`A]Ua]
<YUhz`gY]b`bYi YghYg`HUhcc`Ybh\Ø`h`z`XUg`Y]bY`<ca a U[Y`Ub`gY]bY
\YfUi gfU[YbXY`6Ug_YhVU``_Uff]YfY`]gh`8 Ug`?`i bghk Yf_z`XUg`]b
Ni gUa a YbUfVY]h`a]h`XYa `fYbca a]YfhYb`H`hck]YfYf`7`]ZcfX
7`Yb`YbhghUbXz`ZAb[h`K UXYg`FY]gY`j ca `hU`Ybh]YfhYb`Gd]Y`Yf`ni f
6Ug_YhVU``_cbY`Y]b``9g`gc``X]Y`Hf]i a d`Yz`<YfUi gZcfXYfi b[Yb
i bX`gY]b`9fVY`]a `DfcZ]!6Ug_YhVU``XUfghY``Yb``K UXY`VYgW`fY]Vh
XUg`HUhcc`U`g`Gma Vc`g]Y]bYg`Ghc`nYg`i bX`U`g`V`Y]VYbXY
9f]bbYfi b[`Ub`X]Y`5bghfYb[i b[Yb`z`X]Y`]b`ni a `B65!Fi `a
Z0`fhYb``8]YgY`8YhU]`g`g]bX`Y]b`k]W`h][Yf`6YghUbXhY`]`gY]bYf

; YgWk]Wk hYž'X]Y'Xi fWk'XUg'HUhhcc`YVYbX][`k]fXž'i bX
i bhYfghfY]Wk Yb'XYb'9]bZi ggž'XYb'Yf'Ui ZXUg'Gd]Y`i bX'X]Y': Ubg
\Uhž']bgVYgcbXYfY'Ui ZX]Y'A]Ua]<YUh'i bX'XYfYb'5b\Ab[Yf"
Qa chcfWmWYgdcfhgQVYf]Wk hYhž'XUgg'XUg'HUhhcc`U`g'dYfgOb`]Wk Yg
A Ya c]f'j cb'K UXYg@YVYbgk Y[`i bX'U`g'; YgdfÅWk gghUfhYf'X]Ybh"

8 Ug'HUhhcc`Ui Z'K UXYg'6fi gh'nY][`h'Y]bY'J]Y`nU\`j cb'9`Ya YbhYbž
XUfi bhYf'Hf]_chg'j cb'A Ufei YhhYž'XYb'A]Ua]<YUh'gck]Y'XYa
HYUa`i G5"9g'Ybh\Å`h'Ui Wk'6UbbYfž'X]Y'gY]bY'A]h[`]YXgWk UZh'ja
B 65 g'+) h\`5bb]j YfgUfmiHYUa`i bX'j b'XYf'6Ug_YhVU`<U`cZ: Ua Y
Y\fyb"B YVYb'X]YgYb'gma Vc`]gWk Yb'8 UfghY`i b[Yb'Z]bXYh'g]Wk
Ui Wk'gY]b'VYfØ\`a hYg'N]hUh'`K Y'j b'h\Y'<U`cZ: Ua Yž'XUk [ž'XUg
Ui g'gY]bYf'VYk Y[YbXYb'<U`cZ: Ua Y!`bXi _h]cbgfYXY'ghUa`a hž']b
XYf'Yf'gY]bYb'J UhYf'8k mUbY'K UXY'Gf"Ui ZX]Y'6Ø\`bY'Y]b'i X"
8]YgY'A]gWk i b[`Ui g'dYfgOb`]Wk Yb'A ca YbhYb'i bX
_Uff]YfYnYbhf]YfhYb'6]`XYfb`a UWk h'XUg'HUhhcc`ni`Y]bYa
Y]bXfi W_gj c`Yb'?i bghk Yf_ž'XUg'X]Y[`UbnY'H]YZ'j cb'K UXYg
6Ug_YhVU`fY]gY'fYZY_h]Yfh"Q`YUWk Yf'F YdcfhQ\YVh'\Yfj cfž'XUgg
K UXY'ni`XYb'VYghYb'Gd]Y`Yfb'j b'XYf'; YgWk]Wk hY'XYf'B 65`nÅ\`hž
a]h'Y]bYf'J]Y`nU\`j cb'5i gnY]Wk bi b[Ybž'XUfi bhYf'XfY]
A Y]ghYfgWk UZhYbž'Y]bYb'B 65:]bU`g'A J Dž'Y]bYb'GWcf]b[!H]hYž'UWk h
5`!B 65!5i gnY]Wk bi b[Yb'i bX'XfY]nY\`b'5`!GhUf!B ca]b]Yfi b[Yb"

9]b'6`]W_`Ui Z'K UXYg'? Uff]YfY

8k mUbY'K UXYž'XYf'`bYVYb'gY]bYf'NY]h'VY]A]Ua]`Ui Wk'ZØf'X]Y
7\]WU[c'6i`g'i bX'7`Yj Y'UbX'7Uj U']Yfg'gd]Y`hYž'[]h'U`g'≡cbY
gY]bYf': fUbWk]gY"G]Y]bY'9fZc'[Y'i a ZUggYb'Y]bY'VYY]bXfi W_YbXY
@]ghY'Ub'9ffi b[YbgWk UZhYbž'X]Y`\`a`Y]bYb'D`Uhn'ja`B 65 g'+) h\
5bb]j YfgUfmiHYUa`g]Wk YfhYb"&\$&'`k i fXY'Yf'\`cWk cZZ]n]Y`b'X]Y
6Ug_YhVU`<U`cZ: Ua Y'Ui Z[Ybca`a Ybž'k Ug'ZØf'j]Y`Y': Ubg'i bX
: UWk`Yi hY'Y]b'Åb[gh'ØVYfZÅ`][Yf'GWk f]hh'k Uf"K UXYž'Y\Ya U`][Yf
5`!5a Yf]WU bž'ZØ\`hY'A Ufei YhhY'&\$'\$`]bg:]bU`: ci f'i bX'k i fXY
U`g'Bc")]ja`B 65!8 fUZh'XYggY`VYb'`U\`fYg'Ui g[Yk Å\`hž'k Ug'XYb
6Y[]bb'gY]bYf'YfZc'[fY]Wk Yb'? Uff]YfY'a Uf_]YfhY"

8]Y'6YgcbXYf\Y]h'XYg'bYi Yb'HUhhccg`]Y[`h'b]Wk h'bi f']b'gY]bYf
Gma Vc`]_ž'gcbXYfb'Ui Wk'j b'XYf'_Øbgh'Yf]gWk Yb'5i gZØ\`fi b[`j cb

7`]Zc fX`7\Ybž`XYf`VY_Ubbh`]gh`ZØf`gY]bYb`Y]bn][Ufh][Yb`Gh]`i bX
gY]bY`XYhU]`fY]WXYb`?i bghk Yf_Y`"K UXY`g]Y\`h]b`XYa`HUhhcc`Y]bY
ghÅbX][Y`9f]bbYfi b[`Ub`gY]bY`9fZc`[Y`i bX`X]Y`d cg]hj] Y`K]f_i b[ž
X]Y`Yf`Ui Z`UbXYfY`\UhhYž`k Ug`Yg`ni`Y]bYa`Ya`ch]cbU`Yb`HY]`
gY]bYg`@YVYbg`a UW`h`9g`]gh`_`Ufž`XUgg`X]YgYg`HUhhcc`b]W`h`bi`f
Y]bY`_ØbghYf]gW`Y`8UfghY``i b[`]ghž`gcbXYfb`Y]bYb`h]YZYb`9]bV`]W_
]b`X]Y`⇒XYbh]hÅh`Y]bYg`XYf`[fØ» hYb`6Ug_YhVU``gd]Y`Yf`U``Yf`NY]hYb
V]YhYh"

8YhU]`g	
C fh	? UgYmU`7YbhYfž`A]Ua]ž`l G5
E i Y``Yb	<ul style="list-style-type: none"> • a`c`h`c`f`W`m`W`Y`g`d`c`f`h`g`"b`Y`h • V`Y`U`W`X`Y`f`f`Y`d`c`f`h`"W`č`a

6Ygi WXYb`G]Y`i bg`Ui Z.`Y]bY!fY]gY`XY